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VILLAGE LEADERS TRAINING

RAJASTHAN.

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DEVELOPMENT DEPARTMENT
RAJASTHAN, JAIPUR.

1957

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Organisation of Camps

1. INTRODUCTION: Camps or Shivirs are being increasingly recognised as an important activity under the Social Education Programme. It is, therefore, necessary to give thought to the manner of organising them as well as to making the maximum possible use of the money provided in the budget (Appendix A) under this head. Organisation of camps has to be like any other programme in the Blocks, a dynamic activity, and with the progress in the development of the Community; they should also become richer in content, more specific in purpose and more precise as the agencies of achieving it.

While it is both difficult and unnecessary to lay down rigid patterns of different types of camps, it seems desirable to indicate the broad lines on which they may be organised, leaving scope for variation to suit local needs, resources and organisers' initiative.

It is essential that the Block Development Officers and the Social Education Organisers are very clear about what they hope to achieve through a particular camp. A camp of a very general type (usually designated as an orientation camp) may only be a sort of "Social get-to-gether" and may result in much money and time going waste. It should be our endeavour to give our effort a purposive direction and apply ourselves seriously to the execution of the planned programme to the last detail. Many of us are prone to think that a camp, however lightly conceived its programme, and whatever its plans or organisation, will result in some benefit to the

campers. We derive satisfaction by assessment of results in a vague manner and let ourselves be cheated by our imagination. It would be unfortunate indeed, if those charged with the task of initiating planned action among communities were to work in such an unplanned manner.

Categories.

It is, therefore, necessary to split up the activity into categories, each according to a specific purpose. While it may be possible to divide and subdivide the programme into unlimited number of categories, it will be useful to limit ourselves to the following :-

A. Village Leaders' Camps.

At Village level worker's Circle level.

At Block level.

At District level.

At State level.

B. Special Training camps

Honorary workers of Mahila Mandals, Social Education Centres etc. at the Block level.

C. Leadership Training Camps for women at village level workers circle level and Block level.

D. Youth leadership camps.

E. Family Camps.

Village Leaders' Camps.

The success of the Community Development Programme will be measured by the extent to which we are able to involve Village Leaders in the programme. For training of these leaders, therefore, it is necessay to organise camps of seven to ten days duration.

Purpose.

The purpose of the camps, be they at any of the three levels, is to equip Mukhias with such knowledge and skill as would help them to effectively function as leaders mainly on the basis of their ability to further community interest and would make them acceptable to the Community.

Camps for leadership training should provide most of the training through living and working in the Camp itself. The entire management of the activity should be left to them, and the Block staff should work as guides. The local leaders of the places where the Camp is to be organised may be given the idea of the money available for expenditure. It will make them look around for local resources to fulfil their needs and to harness them to the best advantage. Maintaining of accounts will be another sort of training. Discussion on how best to do things will train them to adjustments and familiarise with the democratic method of arriving at agreed decision.

Similarly, the discussion around the menu of the meals during the camp session should be initiated and furthered by the Medical Officer. The final decision should be arrived at through enlightenment of the campers on the nutritive value of what is proposed to be provided. The method of storing the food stuff and that of preparing and serving the meals should have its educative value and, therefore, should be strictly in accordance with the rules of health and hygienic living. Their living generally during those days should be a demonstration–lesson in individual and community hygiene.

The programme of work in these camps should be partly to impart knowledge through talks, discussions, and partly to equip them with the do-how of things closely connected with their role as

village–leaders. Considerable thought has to be given to what is to deserve priority in the sphere of knowledge and in the sphere of 'ability to do.' While it may be possible to indicate the items in each sphere, variation in the topics and activities according to local needs and resources may always be both necessary and desirable. It will not always be enough for a full programme to arrange only talks and discussions on general topics like Panchayats, Cooperatives, Social Education etc. The need of being precise about the aspects of these topics having close relationship with the advancement of the community cannot be over–emphasised. It has been noticed that subject–matter specialists are inclined to be very general and that is why what they talk is educative only in a vague way. They have to prepare their talks keeping in view the villagers' level of comprehension and the priority of a particular aspect of the topic they want to tackle in relation to the Campers' role as leaders. While making a request to a person for addressing the lay-leaders, indication as to the specific points of view from which the talk or discussion will benefit them the most, should be made. This will, to an extent at least, ensure maximum use being made of the time assigned to this activity.

Campers—Selection of

Great care will have to be taken by the Block staff in selecting Gram Mukhias for the camp. Following are suggested as some of the important criteria for their selection :—

(i) **Representation**: It is necessary that persons from lower economic and social groups are drawn into this programme. Special efforts will, therefore, have to be made for supporting and selecting such people to join these camps, as there is a shortage of educated or enthusiastic workers in this group. Efforts must be

made to have fair representation of all sections of the village community, otherwise the danger is that only people belonging to the more substantial land owning families will predominate.

(ii) **Personal Qualifications:** Besides character, initiative progressive outlook and enthusiasm for development work, the previous record of persons to be selected for the Mukhias camp must be taken into account. The last State Gram Mukhias Shivir recommended the following three essential qualities for Village Leadership:--

"मुखिया प्रमुख वही कहलाता,
सगुण तीन ये रखता है।
त्याग, चरित्र, कार्य-तत्परता,
इनको मन में रखता है॥

देश ग्राम हित आगे बढ़ता,
नहीं किसी से डरता है।
भेद भाव मन में नहीं रखता,
सम दृष्टि से रहता है॥

स्वयं सिद्ध कारज रत रहकर,
पीर पराई हरता है।
कठिन परिश्रम करते रहकर,
जीवन अर्पित करता है।"

(iii) **Age** :- For the kind of training programme envisaged in these camps, younger people with enthusiasm will be the most suitable. But for some time to come, in the circumstances—that we are placed, older men who are suitable and willing to join must be included.

Site-Selection of

For holding training camps of Village Leaders upto Block level, only those villages should be selected which have substantial record of development work to their credit.

The period of seven to ten days may be, for the sake of convenience, considered in terms of sessions, one day being divided into two sessions morning and afternoon. It will be found useful to assign half the number of the sessions to talks, discussions etc. and the remaining ones to helping the campers to learn by actually doing.

Work—Pattern of

The following routine is suggested for these camps :—

1.	Rise	——	5.00 A.M.
2.	P. T., Cleanliness of the camp, bath etc.		5.30 A.M.
3.	Flag hoisting, prayers (Ramdhun, Bhajans etc.)		6.45 A.M.
4.	Break fast	——	7.30 A.M.
5.	Practical work, Shramdan etc.	——	8.00 A.M.
6.	Lecture and discussions.	——	10.00 A.M.
7.	Lunch	——	11.30 A.M.
8.	Rest, self study etc.		12.30 P.M.
9.	Discussions	——	2.30 P.M.
10.	Tea	——	4.00 P.M.
11.	Lecture	——	4.30 P.M.
12.	Outdoor games	——	5.30 P.M.
13.	Dinner and rest	——	6.30 P.M.
14.	Social programmes (Camp fire, cinema etc.)	——	8.00 P.M.
15.	Prayer and lights off	——	10.00 P.M.

A list of subjects for talks and practical demonstration is enclosed at Appendix. B. This list is again illustrative and not exhaustive. Adjustments may be made to suit different areas and different seasons.

The talks by subject-matter specialists and others should not be, as far as possible, mere general obser-

vations, but should, to be really useful and concretely related to the participants' experience.

It would be definitely advantageous to develop the topic around local experience as also to resist the temptation to get beyond the range of the listeners' comprehension. To ensure this, the Block level subject matter specialists, who mostly will guide the discussions should specially prepare their talks, keeping in view, what they precisely want to communicate. Pictures, charts, models and other projection-aids, should always be used by the specialists both to ensure the listeners' active cooperation and to help them to understand the ideas better and retain them longer.

At the same time the specialist will do well to remember that the unsophisticated rural audiance is incapable of affording sustained attention to long preachy talks, and, therefore, it will be profitable always to initiate discussions among the group after a short straight drive at the point by him. He has then only to guide the discussion and keep it at flow level. Concluding remarks, summarising the upshot of the discussion in a connected form will be both necessary and useful.

Two topics may be assigned for each day of about two and a half hours with a short break in between. In the morning two hours may be devoted to training campers to do such little things as come handy in community betterment and community welfare, and by which they can inspire confidence among their fellow villagers while engaged in tasks in these fields. Digging of soak-pits and drainage channels, setting up of a rural stage, preparation of cheap decoration material from coloured papers, leaves, flowers, etc., organising a meeting to be addressed by a V.I.P, handling a petromax, correctly hoisting, saluting and

lowering the National Flag and singing the National Anthem and proper etiquette in regard to both, use of very ordinary healing medicines of external application to human beings and animals, bandaging, fire-fighting etc. may be some of the activities. These skills will help in confirming him as a Leader through community acceptance on a wider basis than merely the formal majority choice by which he might have been installed. His capacity to do, and by doing to inspire others also to do, will help him to grow and continue growing.

Half an hour after lunch may be provided to group listening to highlighted news from the paper.

About one hour should also be provided for self-study. A small library of selected books on a variety of subjects should be set up for the use of participents.

Ten minutes 'warm-up physical exercise' in the morning and about an hour for outdoor games in the evening should be provided in the daily programme of work.

Exhibition of selected films of educative value for the rural people may be arranged on one of the evenings. The remaining evenings may be utilised for cultural shows by the participants and the local people. They are to be trained to look for talent, pin it down, and draw up the programme and organise the entire show.

They may only be helped to do things. It will not be desirable to provide everything ready made.

Main arrangements have to be entirely left to them. They, as local leaders, can tap local resources to supplement their own to a much higher degree than the Extension Officers, if they were to do the job. Moreover, it provides them with the opportunity to

learn to keep accounts. The Health Officer should be on the mess committee, and the menu should be finalised only after their being able to see its nutritive value through the specialist's help.

Similarly,they have to be trained to organise camps and they can learn only when they are fully associated with the work of running them. The extension staff has to work only as guides and leave most of the "doing" of the plan of the camp to the participants. In the earlier stages, only one or two leaders of the village where a camp is to be organised will be available for preliminary work and some of the work may have to be done necessarily by the extension staff. No harm. But as much work as possible after the camp starts should be left to the village leaders assembled.

In the open session it is one of the campers who should preside.

III Camps at Village level workers circle level

Campers—number and selection of

The number of participants in a camp should not normally be more than thirty to thirty five. It will always be found useful to restrict the number for the sake of improvement in the quality of the work in the camps. At levels lower than the block, one or two leaders from each village (situated in two or three V. L. W's Circles) may be invited to participate in each camp. If the number of villages in the two circles is more than twenty, bigger villages may be represented by two and smaller ones by one only. If, however, by chance each of the two circles has about twenty villages, only one from each be asked to participate. It may be observed here that no village shoul be left out in the matter of selecting the leaders for the camp at the lowest level. Forty is the limit to be kept

in view, but it is by no means an uncrossable line. Sometimes it may be unavoidable to move a little upwards, but only in very special cases.

The participants in these camps should be selected on the basis of the criteria fixed above. Teachers of village schools need not be included mainly because their attendance in the camp would mean totally closing the one teacher school, such lapses, however well supported by reasons, do have a demoralising effect on the community. Separate camps may be organised for teachers to which a few village leaders may also be invited. The obvious difference in the levels of general ability to grasp would also warrant separate camps for lay and professional leaders. Ordinarily Village Level Workers of those circles only which are covered by that camp should participate in it. Patwaries may be left out.

II CAMPS AT BLOCK LEVEL.

Purpose.

In the Block level camp, more emphasis should be placed on planning aspect of the programme and the campers should be explained the block plan underlining their role as village leaders in its implementation.

Campers selection and number of

The maximum number of participants in the camp at the Block level should be restricted to forty. All the Village Level Workers' Circles in the block should have a fair representation on the group and the Village Level Workers should see that the number assigned to them is as evenly spread over the villages in their circle as possible. The participants proposed by the Village Level Workers and invited by the Block Development Officers should necessarily be those who have exhibited qualities of assuming leader-ship and furthering the interest of the community in the

camps at Village Level Worker's Circles level.

Organisation

The work of organisation may be specifically assigned to the Social Education Organiser along with other Extension Officers but the Block Development Officer will be generally incharge of the camp. He should participate in all the sessions of the camp along with his Extension Officers. The president of the meeting should be elected from amongst the participants.

Role of Block staff.

It is necessary that all Extension Officers participate and live in the camp and follow the camp programme. This alone is likely to create the close bond between the village leaders and the Extension Officers which in turn would be considerably helpful in augmenting the effectiveness of the official agency in the villages.

Role of District Officers

District Level Officers of Development Departments should be invited to join discussions on days when subjects relating to their sphere are discussed. On these days they should lead the discussions and keep the participants on the track.

III Camps at District level

Purpose

In the District level Camps more emphasis in the discussion is to be placed on the planning aspect of the programme, and the participants may have to be provided with a concrete picture, (of course only in very limited details to avoid confusion) of the State Plan of Development.

Campers—selection and number of

As in the camps at the lower levels, the District level camps have to put quite a measure of limitation on the number; the maximum number of participants being forty. All the blocks in the District should have a fair representation on the group and the Block Development Officers should

see that the number assigned to them is as evenly spread over the V. L. Ws' circles as possible. The participants proposed by the Block Development Officers should necessarily be those already selected by them in the camps at the lower levels.

Organisation—Role of district development Officers.

While the work of organisation may be specifically assigned by the District Development Officer to any one particular Block Development Officer of the District, the former is supposed to to be generally in charge of the Camp. He should also participate in the activities of the camp. Even if the presidents of the meetings are selected from among the participants, the presence of the District Develoment Officer is expected to ensure better deliberations and more useful results.

Role of District & divisional level Officers.

Among other officials participants may be a few selected Extension Officer of outstanding abilities from the different blocks in the District, and all the District Officers of the Development Departments. Officers of the Development Departments at divisional level and one or two Professors of the Colleges should also be invited in these camps. Though they may not be able to stay all through the camp period, yet they may join only on days when subject relating to their sphere is discussed. On these days, it is they who would lead the discussions and keep the participants on the track. State Level specialists and Heads of Departments may be informed well in advance if it is intended to invite any of them. Once an officer thus approached gives his consent to be present, the appointment, except under unavoidable circumstances should be honoured.

IV CAMPS AT STATE LEVEL

The Village Leaders' Camp will be held once in

a year, after the completion of such camps at the lower levels.

The number of participants (Village Leaders) in the State level camp may be round about fifty. Normally each district will send up two leaders, the choice being based on the qualities exhibited at the District Level Camps and in other work throughout the preceding year. The Block Development Officers will propose names of their best local leaders to the Collectors, who may then choose out of these, the outstanding three and pass on their names to the Headquarters arranged in order of preference, giving their address. Invitations to the selected leaders will issue in the name of the Development Commissioner, the proforma of acceptence being attached to enable the Headquarters to make such substitutions as are made necessary by some of the invitees failing to respond.

Campers—selection and number of

The site of this camp will be by rotation and will mainly be decided by the necessary facilities available in a particular district.

Site—selection of

The programme of work of this camp has to be drawn up by the Headquarters well in advance of the date of its actually coming off. Copies of this and of other information considered essential to induce intelligent participation of the campers, should be sent so as to reach them before they leave for the camp. To make this possible, the District Development Officers will have to finalise the names of their representatives and communicate these to the headquarters at least fifteen days before the date fixed for the camp.

Work—pattern of

While the organisation of this camp is to be the responsibility of the officers at the headquarters, much of the work will have to be done by the District and the Block authorities of the place

Organisation—responsibility of State head quarters.

Role of deibt Officers.

chosen to be the venue of this camp. The District Development Officer may, for the sake of convenience, set up a committee of Block Development Officers of the District to shoulder this responsibility, and sub-committees of Extension Officers, to be appointed at a later stage, for more effective work in the various spheres of organisation. During the period the camp is in session, the participants will have to be closely associated with the running of the camp and they will be helped to set up their own committees to look after the day-to-day d etails.

A meeting of all the participating leaders should be called before the formal inauguration to enable the group to elect its own leader and to appoint such sub-committees or individuals, as it finds necessary to do. The tentative programme as drafted by the Headquarters will be considered by the group, and after necessary additions and modifications in the light of their experience, and to fulfil their needs, will be finalised at this meeting. It should, as far as possible, be presided over by the District Development Officer, and the subject matter specialists should be available to explain the point of view involved in the programme as worked out by the Headquarters.

To make even their informal conversation among themselves somewhat useful, it is necessary that they are equipped with good deal of relevant information about their own areas. The Headquarters will, therefore, issue a proforma in which the consolidated information about various activities in the field may be sent to them by the Block Development Officers of the blocks they represent.

Role of Divisional Level Officers

The Village Leaders' Camp at the State level should be attended by the Heads of Development Departments and in cases where they cannot do so, by their Deputies working at the State level.

Opportunity should be taken of selecting from amongst the campers, people who have shown outstanding capacity for giving a lead in any particular subject or item, for appointment as Honorary Extension Officer. Draft rules for their selection and appointment are given in appendix 'C'.

B Special Training Camps for Honorary Workers in the various spheres of Social Education and Community welfare.

Purpose.

Two camps are provided for: one for the Honorary Workers in the field of women's and children's welfare and the other for those to be entrusted with the work of running the Social Education programme for the whole community. Training in organising and conducting adult literacy classes will be part of the general training-programme of these camps.

Campers—selection and number of

In the camp for the organisers of activities like the Mahila Mandals, the number of participants should be restricted to fifteen. The duration of the camp should be of five to seven days. Such women as have the general capacity and aptitude for work among women and have had even modest formal education may be picked up to be trained. Their previous record and character should be above reproach. Of course, they should be willing to work on honorarium basis.

Work—pattern of

Among the topics to be discussed, priority should be assigned to the methods of approach to the problem of organisation of rural women. The participants should be given plenty of scope for suggesting what they think the most useful device or effective

method of arousing the women's interest in getting together for organised activities. The suggestions as they come from the workers should be discussed and modified so as to become workable.

As many of the following items as possible sho uld be discussed and (wherever feasible) may be followed by actual demonstration by the leader of the discussion, or the specialist invited to talk on a particular day.

(1) Health Education, with special reference to nutrition, nursing the sick, maternity and child-care, home-hygiene and environmental sanitation. (The talks should be as profusely illustrated by charts, pictures, models, slides, filmstrips and films and black-board, drawings as possible).

(2) Home-making, storing of provisions, better cooking, kitchen economy, preserving food, vegetables and fruit, kitchen gardening (only wherever such activity is possible), prepration of ordinary diets for invalids should also be referred to. (Illustrations in as many ways as possible should be resorted to for more vivid and lasting impressions.)

Assuming that they already know a few things like knitting, cutting and sewing of ordinary garments, spinning etc. training in basketmaking, making of chhinkas (छींका) from thin wires, carpet making and such other crafts, as would be warranted by local natural resources of the area, should be taken up.

(4) How to avoid waste in effort and time through introducing labour-saving gadget or through cooperative organization of operations in the community. Reference here may be made, for example, to the huge waste of time involved in such activities as fetching clay for plastering the houses, carrying meals

etc. and similar other operations which if organised on cooperative basis, would have a large margin of leisure for them.

(5) Beautification of homes.

(6) Utilization of leisure for:—

(a) recreational activities.

(b) some economic activity e. g. toy making, papier-mache work etc.

(7) Educative aspect of family planning.

(8) Organisation of literacy-work.

Demonstration of do-how of the items above is essential and should be provided for. They have not only to learn by seeing these things done, but actually by doing them. This is necessary to give them that amount of confidence in the ability to do as is necessary to teach others the same thing in the right way.

It will be useful to lodge the participants of this camp in an ordinary rural house, if one such is available. Many of the operations involved in improved home-keeping, environmental sanitation and beautification of houses can be rehearsed by them and results seen. The local women were also benefitted by an ideal home at no cost except a little labour. This is bound to inspire them to make some effort in this direction in their own homes too.

A common kitchen and mess in such a camp should, as far as possible, be insisted on. Most of instructions on kitchen economy and dietetics can be made more vivid by actually guiding them in the process of doing.

It will be found profitable to assign one home to each of the campers as an "improvement-project" to work on. While it should thus be possible to ini-

tiate thinking and doing in the desired direction by at least a few ladies in these families, it is bound also to result in quite a number of homes being left as inspiring memory of this camp among the villages.

Camps for Honorary Workers (Men)

Purpose.

The main aim of this camp should be to give the campers the requisite knowledge and skill of setting up and running of literacy classes, recreational and cultural centres and organisation of the community generally.

Campers-Selection and number of—

In addition to the criteria indicated above persons who have evinced interest for programme of community welfare and are prepared to take up work on an honorarium basis should be selected for these camps The number of participants in the above camps may be in the neighbourhood of thirtyfive-forty and its duration from five to seven days.

Site-selection of

It should preferably be held in a village in the area from which a majority of these honorary workers come. But this may not always be possible and, therefore, need not be insisted upon.

Work-pattern of

The following topics are suggested for discussion (and for practical demonstration wherever necessary):

(1) Adult Literacy Programme (in fullest details)

(2) Recreational and cultural activities.

(3) Organisation of listening-groups (radio broadcasts and newspaper-reading).

(4) Community harmony.

(5) Releasing Community participation in programmes of its own welfare (community chests).

(6) Specific departmental programmes for community welfare

Among the topics indicated above, Community Organisation can be made to cover as much of ground as is warranted by the comprehension level of the participants and time available. Carrying on of economic activities (and utility services) in the village on a cooperative basis, Youth and Children's Organisations and setting up of Community Chests should be specifically dealt with.

LEADERSHIP TRAINING CAMPS FOR WOMEN

These may be organised at block level only. With the passage of time it might become necessary to provide such camps at levels lower than the blocks but for the present it may be economical to confine this activity to the block level only.

Purpose

These camps will be slightly different from those indicated above in as much as more comprehensive programme of training will be provided through them. However, there cannot be a line of strict demarcation between special training camps for Honorary Workers in the various spheres of social, educational and community welfare and leadership training camps for women. There is bound to be quite a good deal of similarity in contents of the training programmes. But this should not matter. Being similar in aim they will help in increasing the number of trained workers in the field which has been our object and desire during these years.

Campers–selection and number of

The participation will be confined to such women as are able to give a lead to the village women in various fields of new life ushered by the programme of community development. Those workers willing to engage themselves in the programme of women

welfare on honorarium basis will also be selected for orientation training. Such of the women as have a spark of leadership may be invited so that on going back they can inspire, by example and by discussion, the village women in general.

The selection of participants has to be evenly spread over all the Village Level Workers' Circles. Since the number of the campers is to be kept between thirty to thirty five, it may just happen that some of the leaders have to be let out. The remaining ones may be included in the next year's camp. If, however, the number available at the block level is too small to cwarrant a camp of some size, the feasibility of holding a combined camp of two neighbouring blocks may be examined in consultation with the District Development Officer. The duration of these camps may be five to seven days.

Work-pattern of

The work programme of these camps has to be judicious combination of programmes in village leaders camps and special training camps for honarary workers of Mahila Mandals, Social Education Centres etc. However, some modifications can be made, for example, P. T. can be omitted. Under the practical work, Shramdan can also be deleted. In place of out-door games, indoor games may be provided. In stead of lectures, both in mornings and evenings, one can be replaced by the literacy classes for campers.

Organisation

It may be profitable to lodge at least some of these women-leaders with such families in the village (where the camp is organised), as are prepared to accept them as guests, one each. This should not be forced on the village families otherwise the camp will have lost much of its purpose. If this can be arranged, some money will be saved

which may be spent on organising a few small trips to places of historical and other interest.

Youth Leadership Camps

These must wait till a fairly large number of Youth clubs are established and start functioning in a block. It will not be worthwhile bringing the youngesters together unless the position for organised social life has been worked up in their minds and a degree of self-confidence awakened among them. The amount of money available for this activity is just enough for two camps and, therefore, one camp may be organized each year at the block level.

Purpose

The programme of work in these camps will be two phased: the participants being provided with opportunities of expression of their talents in a wider group than their respective clubs as well as of learning new things in their individual spheres of activity from technical experts. Both these aspects are effective educational processes and make for the improvement of the participants both as individual workers and as members of the community.

Campers-selection and number of

Every club should be represented through its best all-round member and if the number of clubs is small, second and third bests may be included from some of them. The number, however, should not be allowed to exceed forty. The duration should normally be of five days.

In case the programme of Youth Clubs does not gather sufficient speed for one reason or another, and even after a reasonable long period the number remains low in some of the blocks, the District Development Officer may, on the request of a Block Development Officer examine the feasibility of holding a combined camp for a few blocks, or for even

the whole District in the first year. But it is hoped that such a contingency will not arise as Youth clubs are to be an important part of the Social Education programme in the blocks.

Work-pattern of

Two to three Morning Sessions may be devoted to discussions and demonstrations pertaining to the projects taken up by the participants. Roughly speaking the projects will generally be of four or five basic types and the whole group can be broken up into four or five sub-groups, on the basis of their respective interest. A resource-person may then be placed with each group, each such allotment being determined by the specific interest of the group. Here they are to be helped to discuss their problems and their experiences, the enlightenment coming both through mutual clash of ideas and through the Resource-person. He has to be wide awake, and such of the points as do not get involved in these discussions, but are of vital importance to the participants as individuals or as members of progressive communities should be brought out in a manner that could excite their interest in them.

One general Morning Session will have to be given to discussion of the role of Youth in the development of the community of which they are a part. It is here that reference to specific projects of community-improvement to be taken up by the members of club as teams is to be made, and the useful suggestions to accomplish these projects thrown up. These cue to the direction in which these discussions should proceed can be had by reading the note on organisation of youth.

One Morning Session has also to be assigned to information talks on "YOUTH ACTIVITIES" in other countries. As far as possible, projection

(and other visual aids) should be used to sustain their interest in the talk and make them more concrete and meaningful. 'Success Stories', describing the achievements of youth in the different parts of our country shonld also be referred to.

The Afternoon Session is to be utilised for learning to do with their hands. They may take up one or two craft projects (preferably of local utility), and the specialist should guide them to complete these projects within the camp-period. Some art project may also be taken up. The craft should be such as the young-man can easily learn it and acquire such a degree of proficiency as would enable them to teach the other members of their respective clubs. A suggestive list of what they could learn to do is given below :—

(1) Improved rope-making.
(2) Better bricks.
(3) Silage pits.
(4) Lighter and more effective thatch-roofing.
(5) Mudhas, yards (with local resource).
(6) Use of cement for minor needs.
(7) Making of soak pits.
(8) preparation of cheap decoration material (paper buntings, leaf, and flower gates etc).
(9) Toy - making (stuffed fabric and papier mache work).
(10) Setting up of a rural stage and allied stage craft.
(11) Some other connected with local needs and local resources may also be considered for being taken up.

In the late afternoon they have to be trained to organise games and sports. Opportunities may be affo-

rded to individuals to exhibit their achievement in the field of body-building and physical culture..

Evenings are to be reserved for cultural shows. The youth of the village where the camp is being held (and its neighbourhood) are to be involved. Batches of Campers will pick out on their own choice such local youths as would make a team for items they want to put up.

Family camps.

It may not be possible within the limited means to organise Family Camps at levels lower than the blocks. On the other hand it may some times be necessary to have only one camp for two neighbouring blocks.

Campers-selection and number of

Twenty five to thirty families may be invited to participate in this camp. The Block Development Officer or Officers and the Extension Officers selected to join it should bring their families too to this camp.

A Family would normally mean husband, wife and two children below five years.

The place selected to be the venue of this camp should have the following facilities:—

Site—selection of

(a) Fairly easy accessibility by a good motorable road.

(b) Accommodation :—one separate room for each family or clean open ground of Sirki Hutments or tents for this purpose.

(c) Water supply— (a) Safe drinking water.
(b) Plentiful supply of water for bathing, washing and other sanitary purposes.

(d) Kitchen— Sufficient built up accommodation for setting up a common kitchen

for all the campers, and a clean roofed or shaded place to serve as the dining hall for them. A place for drinking water pots has to be provided close-by.

(e) Play ground— Open-space which can be dressed up into a play ground for the children as well as the adults.

(f) Place for morning assembly— Open court-yard where the whole lot can assemble for morning prayers. Hoisting and lowering of the flag will be a part of the daily routine.

(g) Latrines and Urinals. Place close to the residential accommodation for putting up trench, other sanitary types of latrines and urinals (with sanitary soak pits)

The camps of this category will need plenty of thoughtful planning well ahead of the date of their commencement. The Block Development Officer will have to work out details with his Extension staff, and assign to each his or her responsibility. If the details are not clearly understood by every-body on the management side, the results will be unimaginably bad and will have a very damaging effect on the programme as a whole.

Work-pattern of

This would afford a good opportunity for the Lady Social Education Organiser and the Lady Health Visitor to give fresh ideas about child-care by practical demonstration of many aspects of this common responsibility of almost every women. Besides many other programmes in this field, the provision and use of specially made basket-beds for baby (with pieces of netted fabric to make it fly and mosquito proof) should be considered

an important part of camp organisation. This should not be difficult as cheap rectangular or mural baskets (approximately 1½' x 2½') can be got prepared out of bamboo-chips. One bamboo-chip are can be fixed on the top to hold the netting aloft. These can at the end of the camp period be sold out to the families at subsidized cost, with a view to propagate their use in other homes in the villages from which these families come.

There should be a kitchen and mess for all the participants of this camp. No cook is to be employed and all the work has to be shared between the campers. It is here that the Lady Social Education Organiser, Lady Health Workers and the wives of the Block Development Officers and other Extension Workers have the opportunity to teach through actual demonstration how different types of dishes may be prepared for their feasts and festivals. In the same manner improvement and economy in everyday cooking can also be brought home to these rural house-wives. Care should be exercised in making this learning process a two way movement. While the urban ladies may have something to give; they also have something worth-learning from their village women. The menus of both the meals of every day should be so planned that in the course of combined cooking both find plenty to learn.

Organisation

If there is no Lady Social Education Organiser posted in the block organising such a camp, one (may be two) from the neighbouring block should be selected to attend as a regular participant. Similarly Lady Health Visitor or a nurse or two from the Health Centre should also be included in the family camps. It may, however, be worthwhile emphasizing one thing. The sophisti-

cated ladies from the Block Head Quarters should mix up with the ladies from the villages on terms of absolute equality. It may even be advantageous for the purposes of this camp if the educated ladies exhibit a positive appreciation of the skill and attainments of their rural sisters.

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Appendix "A"

Budget break-up of the provision under Camps
(for the total NES period.)

1.	**Village Leaders' Camps**		
	(a) at the V. L. W's. circle level (8 Camps)	1200–0–0	Peoples' participation 25% to 50%
	(b) at the Block level (Two Camps)	200–0–0	
	(e) at the District level (Two Camps)	100–0–0	
	(d) at the State level (Two Camps)	100–0–0	
2.	Special Training Camps for Honorary workers in Mahila Mandals, Social Education Centres etc. at Block level (Two Camps)	300–0–0	
3.	Leadership Training Camps for Women at every two or three V.L.W's. circles level (Three Camps)	750–0–0	
4.	Youth Leadership Camps (Two).	400–0–0	

5.	Family Camp (one) of 20 families.	400-0-0
6.	Students work Camps.	———
	Total :	3500-0-0

Note:

1. The organisation of the Village Leaders' Camp at the V. L. W's. circle may be spread over two years, 4 each year.

2. The two Camps at the block and the two at the District level should also be organised one each every year.

3. The State Level Camp is held once a year. Rs. 50-0-0 should be normally the share of expenditure per head each year. Only one leader from each Block will be sent to the StateLevel Camp.

4. The Camps for training of teachers incharge of Social Education Centres and a few others even though not officially entrusted with this work will be organised from the budget of the education department. A scheme in regard to this item will follow.

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APPENDIX 'B'

Subjects for Lectures

(1) History of the freedom of India--Unity of India.
(2) History of Rajasthan–past and present.
(3) Re-organisation of States.
(4) First and Second Five year Plans.
(5) Community Development and N.E.S. programme.
(6) Role of Panchayats in rural Development.
(7) Citizenship–rights and duties.
(8) Cooperation.
(9) Vikas Mandals, Youth Clubs, Children's Clubs, Mahila Mandals.
(10) Cooperative Action, Shramdan, Bhoodan, Sampatidan and their importance.
(11) National Leaders, Outstanding Gram-Mukhias, National Anthem, National Flag.
(12) Camp Discipline, Camp spirit, Camp Routine.
(13) Agricultural practices, implements, manures etc. Subjects may be selected according to the requirements of the locality.
(14) Soil Erosion–the problem and how to check it.
(15) Vegetable and fruit growing.
(16) Consolidation and rural development.
(17) Van Mahotsava–Tree plantation.
(18) Village forests and grazing.
(19) New Fodder Silage.
(20) Outlines of Village Industries and Small Scale Industries.
(21) Village Self Sufficiency.
(22) Extent of diseases in Rajasthan and their effect on village economy.
(23) Common diseases of the locality, their causes and first-aid treatment.
(24) Sanitary well.
(25) Sanitary and cleanhouse.

(26) Magan Chullas.
(27) Sanitary and clean village.
(28) Personal cleanliness.
(29) Inoculation
(30) D.D.T. Spraying: Its advantages.
(31) Soak Pits, Compost Pits, Community Latrines, Public Urinals.
(32) Balanced diet.
(33) Bad habits.
(34) Common diseases of cattle and their first aid.
(35) Untouchability.
(36) Early marriage
(37) Death feasts.
(38) Family Planning.
(39) Training in group thinking and group action around some problem.
(40) Any other specific problems of the locality-- Demonstrations and Audio-Visual aids will be used to supplement the lectures.

APPENDIX 'C'

Draft rules for appointment and conditions of service of honorary extension officers for Community Developmet/N.E.S. Blocks

Whereas it is expedient and necessary to utilise the services of experienced and qualified honorary workers to strengthen the extension services in rural areas, the following rules are made for recruitment of Honorary Extension Officers in Rajasthan.

(1) The Honorary Extension Officers shall be recruited from amongst progressive farmers, cattle breeders, poultry farmers and social workers having experience and practical knowledge of the subject.

(2) The Honorary Extension Officers should ordinarily possess the following characterstics:—

(i) Is capable of setting a good example by his own actions and living.

(ii) Is capable of inspiring confidence and giving a lead.

(iii) Gives credit to others for good work or significant ideas and is fair to all irrespective of caste, creed, sex or political affiliations.

(iv) Is dependable.

(v) Is himself eager to learn and stays by a job until it is finished.

(vi) Is able to devote sufficient time for extension programmes without adveresely affecting his own work.

3. The Block Development Officer shall initiate the proposal for the appointment of Honorary Extension Officers. He shall then obtain the views of the

Block Advisory Committee thereupon, and forward it to the District Development Officer. After obtaining the recommendations of the District Officer of the technical department concerned, the District Development Officer will submit proposals to the Development Commissioner with his own remarks. The Development Commissioner will issue orders of appointment of all Honorary Extension Officers in the block.

4, The Honorary Extension Officer shall ordinarily reside in a village in the block. His area for extension work shall generally not extend beyond one or two V. L. W. circles.

5. The Honorary Extension Officer shall perform the following duties :—

(i.) He shall try and extend improved techniques and ideas in his own field of work and thus augment effectiveness of the programme.

(ii) He shall convey the problems and difficulties experienced in the implementation of the various items of the programme to the block authorities and shall propagate the results of research and latest scientific knowledge amongst the villagers, approved and recommended by the departments concerned

(iii) He shall attend such of the meetings to which he is invited by the block authorities

(iv) He shall not utilise t his opportunity for his personal or political gains.

(v) He shall keep the Block Development Officer or any other officer named by the Development Commissioner informed of his actions by sending a monthly report.

6. He shall be allowed T. A. and D. A. for the journey on official business made outside his jurisdiction under the orders of competent authority at the rates admissible to the Extension Officer of the block in thatsubjcte eat the time of his initial appointmeut.

7. The Honoarry Extension Officer shall be appointed for two years in the first instance. His services may be extended from time to time by the Development Commissioner. He may, however, be relieved of his duties at any time by the Development Commissioner without assigning any reasorns.

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